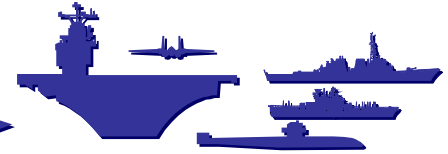




Officer Training Command Pensacola (OTCP)



Officer Candidate School Attrition Brief

CNO GUIDANCE FOR 2003

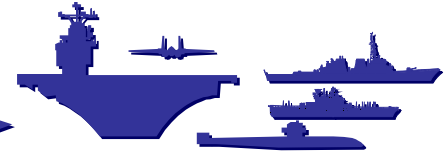
“Develop a plan (by August 03) to lower OCS attrition by 40% to include analysis of the ‘drop on request’ rate.”

CNO GUIDANCE FOR 2004

“Reduce attrition by 10% from FY03 levels”



Officer Training Command Pensacola (OTCP)

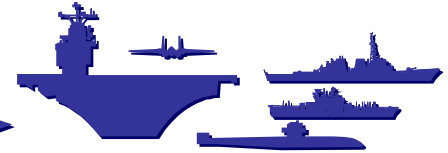


Overview

- **Components of Attrition**
- **Historical Attrition Data**
- **Drop on Request (DOR) Analysis**
- **Not Physically Qualified (NPQ) Analysis**
- **Failure Analysis**
- **Actions to lower OCS Attrition**



Components of Attrition



Consists of DOR/NPQ/Failures

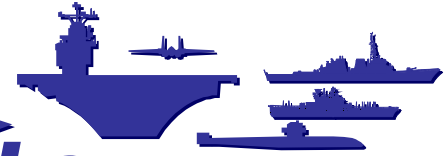
- **DOR - Drop On Request-** Permitted following fourth week of training.
REF: CNETINST 1530.5D, 4 Oct 99
- **NPQ - Not Physically Qualified for Designator.**
Candidates w/out obligation to the Navy will be separated. Alternate designator will not be offered.
REF: N13 PDM 04-03, 22 Jan 03
- **FAIL - UNSAT Academic/PFA Performance**
UNSAT Officer Like Qualities.
REF: CNETINST 1530.5D, 4 Oct 99
- **Oh by the way - Discharge of Probationary Officers to meet end strength, shape force, and satisfy budgetary requirements.**

REF: DCNPC E-mail of 03 Dec 03



Historical Attrition

Data



***FY01 OCS Attrition Rate =
12.6%***

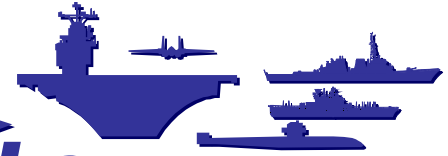
171 Attrites vs 1,362 Starts

DOR - 80	46.8% of attrites
NPQ - 70	40.9% of attrites
Failures - 21	12.3% of attrites



Historical Attrition

Data



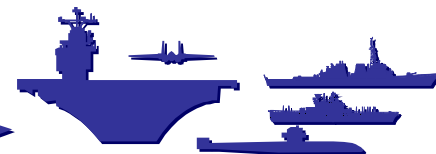
***FY02 OCS Attrition Rate =
13.7%***

197 Attrites vs 1,441 Starts

DOR - 88	44.7% of attrites
NPQ - 69	35.0% of attrites
Failures - 40	20.3% of attrites



Historical Attrition Data



FY03 Attrition Rate = 12.9%

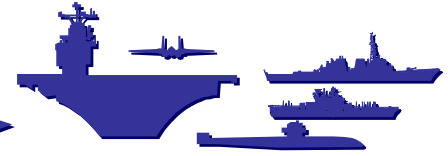
147 Attrites vs 1,139 Starts

DOR - 62	42.1% of attrites
NPQ - 63	42.9% of attrites
Failures - 22	15.0% of attrites

Data validated by NPRST research



Historical Attrition Data



FY04 Attrition Rate = 5.32%

29 Attrites vs 545 Starts

DOR - 14

48.3% of attrites

NPQ - 12

41.4% of attrites

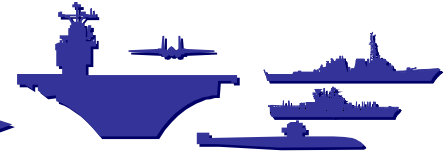
Failures - 3

10.3% of attrites

Data validated by NPRST research



DOR Analysis



FY 03 DOR ANALYSIS

- **Most were successful at PRT, swim, academics and inspection (DORs had skills to graduate)**
- **97% Report fair treatment**
- **90% Rated instruction as good or average**
- **86% Report being treated professionally**
- **58% Discussed DOR decision w/an instructor**
- **31% Had medical days lost**
- **Location when DOR**
 - **42% DOR from Hotel Company**
 - **52% DOR from class started**
 - **6% From class down**



DOR Analysis



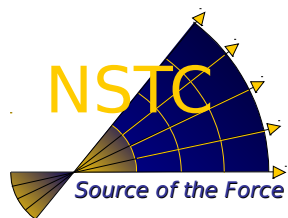
DOR Rationale

Reason	FY01	FY02	FY03*	Total
Motivation	47 / 59%	60 / 68%	39 / 63%	146 / 64%
Family	21 / 26%	8 / 9%	14 / 22%	42 / 18%
Other**	12 / 15%	20 / 23%	9 / 15%	41 / 18%
Total	80	88	62	229

NPRST research corroborated above FY03 OTCP rationale (without statistical breakdown)

* As of 4 DEC 03

** Reasons include: Religious Beliefs, Misled by Recruiter, Medical/Academic Failures Drove DOR, Homosexual, Bisexual, Psychological



NPQ Analysis

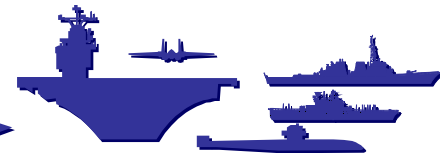


FY 03 NPQ Analysis

- **64 NPQs** **43.8%**
 - **Not Physically Qualified at Entrance** **25.6%**
 - **Not Physically Qualified During Training** **13%**
 - **Not Physically Qualified—Psychological** **5.2%**
- **DORs** **42.5%**
- **Failures** **13.7%**

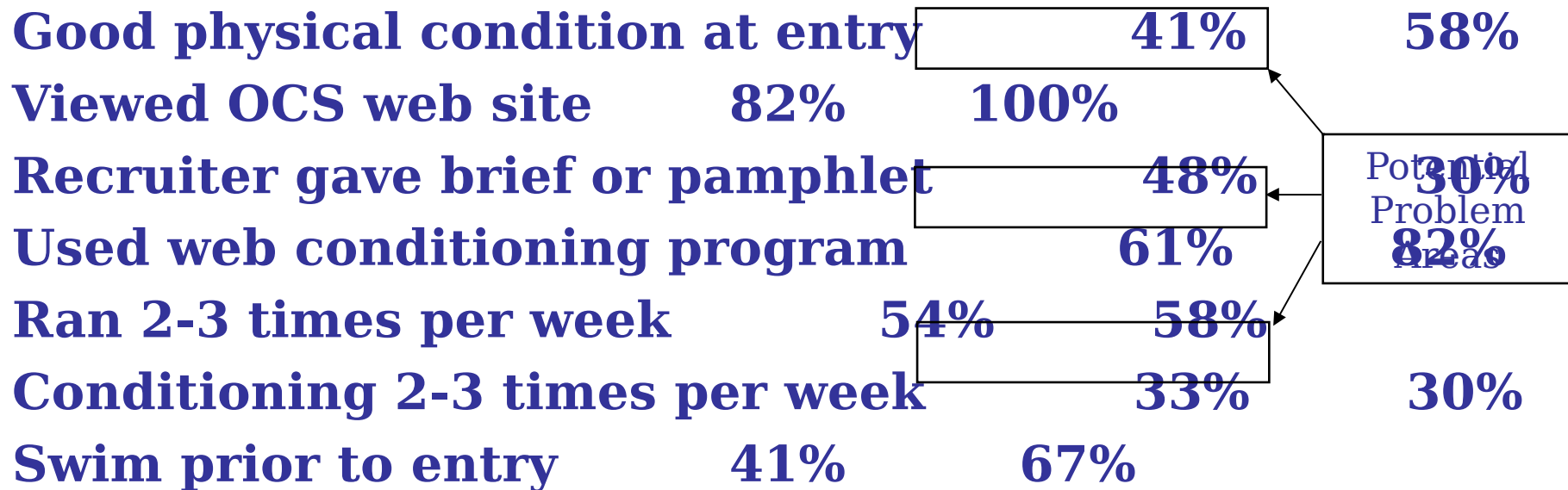


NPQ Analysis



Pre-physical Questionnaire

NPQN NPQP

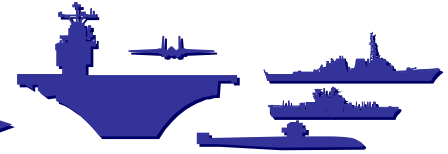


NPQN=NPQ at entrance

NPQP=NPQ during training



NPQ Analysis

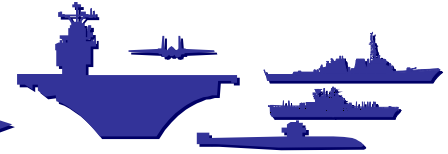


NPQN & NPQP

- **NPQN (at entrance)**
 - **Vision**
 - **Orthopedics**
 - **Neurology**
 - **Internal Medicine**
 - **Psychological**
- **NPQP (during training)**
 - **Orthopedic injuries**



Failure Analysis

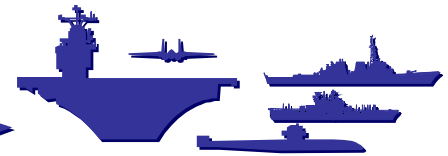


FY 03 Failure Analysis

- **20 Failures**
13.7%
 - **Performance** **7%**
 - **Prior Legal/Drug** **2%**
 - **Other** **4.7%**
- **DORs** **42.5%**
- **NPQs** **43.8%**

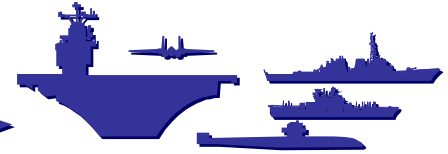


Actions To Lower OCS Attrition



- **DOR**
 - **Manage expectations**
 - **CNRC**
 - **Enhanced DEP Leadership Programs**
 - **Continue to discourage spouses to accompany OCs to Pensacola**
 - **Brief OCs on policy to complete 4th week prior to allow DOR**

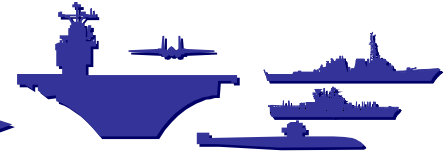
Actions To Lower OCS Attrition



- **DOR**
 - **CNRC cont**
 - Require OCs to visit OTCP Website
 - Include letter from CO OTCP to selectees for OCS - **complete**
 - Promote OHARP to NRD as post-OCS TAD
 - Implement/support web-based certification of four areas(PT, Required Knowledge, Etiquette, Naval History)



Actions To Lower OCS Attrition



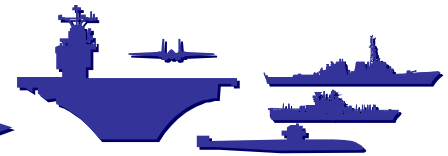
- **DOR**

- **OCS**

- **Tighten enforcement of BDCP/NUPOC obligation through court/disciplinary action**
 - **Reorganize and rename G/T/X**
 - **Minimize contact between “potential class ups” (Hotel Company) and candidates “processing out” (Student Pool)**
complete 4 Aug 03
 - **Assign full time class team to**



Actions To Lower OCS Attrition



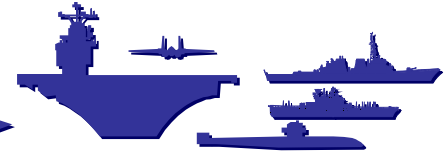
- **DOR**

- **OCS cont**

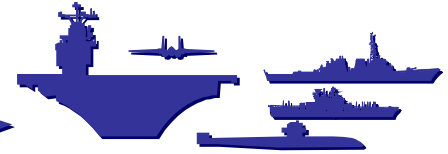
- **Promulgate “Officer Candidate School (OCS) Fleet Input Attrition Reduction” message to the Fleet. Complete. NETC 031438ZJUN03**
 - **Revamp OCS web page**
 - **Motivate & Challenge prospective OCs**
 - **Better explain OCS expectations.**
 - **Provide recommended PT plan to start 8 weeks prior**



Actions To Lower OCS Attrition



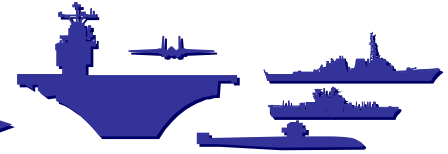
- **DOR**
 - **OCS cont**
 - **Revamp OCS web page cont**
 - **Incorporate Mentor request into web page complete 12 Aug 03**
 - **41 requests to date (8 Jan 04)**
 - **24 waiting to class up**
 - **16 currently in class**
 - **1 graduate**
 - **0 attrites**



- **DOR**
- **OCS cont**
 - **Minimize remediation and reduce time to train by web basing:**
 - **Military knowledge requirements**
 - **PT standards and exercise form**
 - **Etiquette**
 - **Naval History**
 - **Creation of NSTC and OTCP establishes commands with single mission focus on accession training**

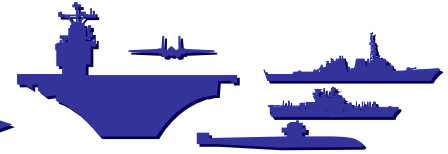


Actions To Lower OCS Attrition



- **NPQ**
 - **CNRC**
 - **Scrutinize medical records/conditions prior to selection. (Better screening of applications)**
 - **Send BDCP/NUPOC(s) to Pensacola on TAD for physical exam vice MEPS**
 - **Army does this for WO candidates (helo pilots)**
 - **Prevents loss of sunk costs and/or reinvest savings of lost sunk costs**

Actions To Lower OCS Attrition

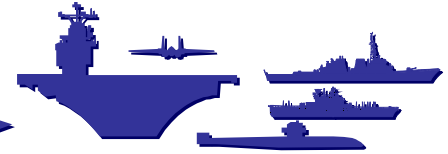


- NPQ

- CNRC cont

- Ensure prospective OCs meet physical standards before reporting to OCS.
 - PFA “pass” & meets height/weight standards *certified in writing* by recruiter.
 - Better physical fitness preps: Prospective OC must meet “probationary” standard for age group **within one month of OCS start date.**
 - **Two “Moments of truth” to avert fraudulent enlistments.**

Actions To Lower OCS Attrition

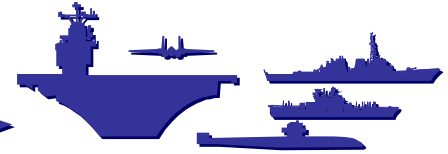


- **NPQ**

- **OCS**

- **Maximize use of Physical Fitness Specialist for IN-PFA failures and rehabilitation of Hotel Company orthopedic hold candidates**
 - **Increase use of the Sports Medicine and Rehabilitation Techniques (SMART) Clinic early in program to ensure candidates are using proper techniques, which will decrease NPQ's for shin splints and stress fractures.**

Actions To Lower OCS Attrition



- **Failures**

- **OCS must maintain highest standards:**

- **Physical**

- **Flight physiology dictates excellent physical condition**

- **Grads should be able to act as CMD Fitness Coordinator.**

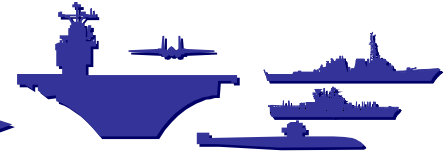
- **Officer Like Qualities**

- **Academics**

- **Increase emphasis on critical thinking**



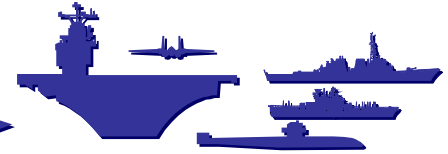
Actions To Lower OCS Attrition



- **Failures cont**
 - **Academics cont**
 - **LDO/CWO student “role play” with OCS candidates complete**
 - **More YP training complete**
- **Some “culling the herd” is necessary**
 - **Not everyone is cut out to be a Naval Officer**
 - **More cost effective to identify early**

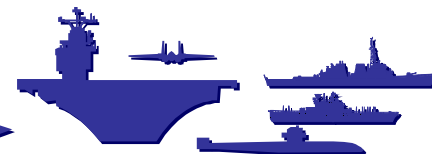


Actions To Lower OCS Attrition



• Fleet

- Fleet Leadership/NCs bear same responsibility for preparing fleet selected, prospective OCs as NRDs: i.e. fitness, time mgmt skills, and discipline**
 - Statement certifying Height/Weight & PFA “pass” on application**
- Implementation of “OCS PREPARATION FOR FLEET INPUT PERSONNEL” msg; NETC Pensacola FL 031438z Jun 03**



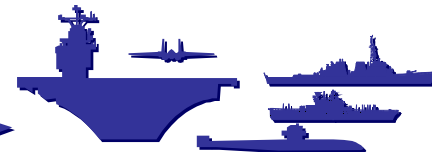
CNRC-01 OCS DESIGNATOR ATTRITES

DESIG	DOR	NPQ	FAILURES	TOTAL
11650	19	11	7	37
11651		3	1	4
11652				
11657				
11751		3		3
11752				
11850	1	1		2
11950				
13750	8	12	3	23
13757	1	4		5
13950	30	21	2	53
13957		1		1
15250		1		1
16350	4	3	1	8
16357		1		1
16450				
16457				
16550				
18050	1			1
31050	14	6	6	26
31057		1		1
51050	2	2		4
51057			1	1
Totals	80	70	21	171



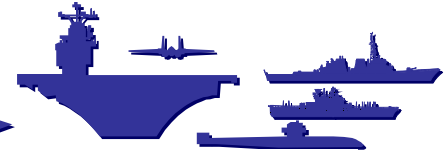
CNRC-02 OCS DESIGNATOR ATTRIBUTES

DESIG	DOR	NPQ	FAILURES	TOTAL
11650	11	6	5	22
11651	1	6	1	8
11652				0
11657				0
11751	1	7	2	10
11752		1		1
11850				0
11950				0
13750	18	11	10	39
13757	1	1	1	3
13950	22	21	10	53
13957	1		1	2
14650	1			1
14657				0
15250				0
16350	6	2		8
16357		1		1
16450	5	1	1	7
16550				0
18050	1	1	1	3
18650	1			1
18657				0
31050	18	4	4	26
31057	1	4	1	6
51050		2	2	4
51057		1	1	2
Totals	88	69	40	197



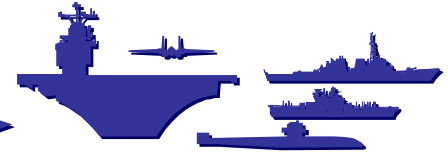
CNRC-03 OCS ATTRITES

Category	DOR				NPQ				ACADEMIC				OTHER				SUMMARY			
Week	1	2	3-13	Total	1	2	3-13	Total	1	2	3-13	Total	1	2	3-13	Total	1	2	3-13	Total
11650							1	1											1	1
11651			1	1							1	1							2	2
11652																				0
11657							3	3			1	1	2			2	2		4	6
11751							3	3							2	2			5	5
11752																				0
11850																				0
11950																				0
13750		3	15	18	2	2	10	14						4	1	5	2	9	26	37
13757			1	1		1	3	4							2	2		1	6	7
13950	2	7	15	24	6	4	10	20					3		3	6	11	11	28	50
13957					1		3	4									1		3	4
14650																				0
14657																				0
15250			1	1			1	1											2	2
16350		2	3	5	1		1	2							1	1	1	2	5	8
16357							3	3											3	3
16450			1	1											1	1			2	2
16457							1	1											1	1
16550																				0
18050							1	1											1	1
18650							1	1											1	1
18657																				0
31050		1	8	9			2	2										1	10	11
31057							1	1							1	1			2	2
51050			2	2															2	2
51057							2	2											2	2
Totals	2	13	47	62	10	7	46	63	0	0	2	2	5	4	11	20	17	24	106	147



CNETINST 1530.5D

(5) Voluntary. An officer candidate may voluntarily request disenrollment for lack of motivation and/or desire for a commission in the naval service after completing 4 weeks of training or as provided for in reference (b). This method of disenrollment may not be used to circumvent disenrollment for physical disqualification, military inaptitude, and other reasons. An officer candidate who voluntarily requests disenrollment from the Officer Candidate Program shall do so in writing. In the written statement, the reason for the request shall be defined clearly and an acknowledgment made that the voluntary disenrollment may be prejudicial should the individual apply for a commission in the naval service at a later date.

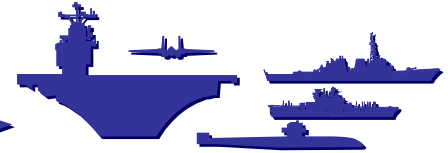


CNETINST 1530.5D

a. Routine Instances. The Commanding Officer (CO), NAVAVSCOLSCOM is authorized to discharge officer candidates for the following reasons:

(1) Academic Failure. Academic failure is evidenced by a student's inability to attain a minimum standard of 75 percent in all subjects. Officer candidates who have an academic record that would make their value as officers in the Navy doubtful shall be disenrolled.

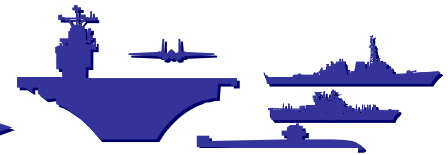
(2) Military Inaptitude. Military inaptitude is demonstrated by the inability of an officer candidate to adapt to the military environment. Officer candidates who demonstrate a level of military inaptitude that would not justify their further retention shall be disenrolled following counseling and board review. The following shall be considered in making the determination for disenrollment:



CNETINST 1530.5D

- (a) Officer candidate's performance record.
- (b) Record of counseling and guidance.
- (c) Progress Review Board's summary of statements.

(d) If desired, a statement by the officer candidate identifying the circumstances which have resulted in consideration for disenrollment.



POLICY DECISION MEMORANDUM (PDM) 04-03: SEPARATION OF OCS AND OCS PIPELINE TRAINING ATTRIBUTES

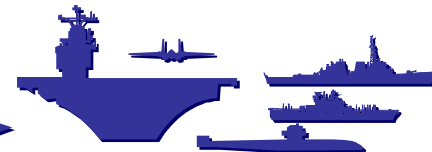
2. This policy applies only to officers receiving a commission through Officer Candidate School (OCS) and does not include OCS individuals who are Nuclear Power Officer Candidates (NUPOC) or those individuals accessed through an enlisted commissioning program, i.e. legacy Seaman to Admiral (STA) Program, Baccalaureate Degree Completion Program (BDCP), Civil Engineer Corps Collegiate (CEC-C), or Fleet Commissioning Program.

a. OCS - An OCS Officer Candidate (OC) attriting for any reason from the community/designator to which originally assigned by Navy Recruiting Command will be separated per the procedures listed in reference (b). An alternate designator will not be offered.

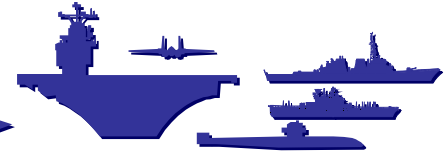


NSTC

Source of the Force



R 031438Z JUN 03
FM NETC PENSACOLA FL//N00//
TO COMLANTFLT NORFOLK VA
COMPACFLT PEARL HARBOR HI
COMUSNAVEUR LONDON UK
COMNAVCRUITCOM MILLINGTON TN
INFO NAVAVSCOLSCOM PENSACOLA FL
UNCLAS //N05500//
MSGID/GENADMIN/NETC N00/JUN//
SUBJ/OFFICER CANDIDATE SCHOOL (OCS) PREPARATION FOR FLEET INPUT
/PERSONNEL//
REF/A/DOC/CNO/01JAN2003//
REF/B/LTR/CNET N00/YMD:20030206/NOTAL//
REF/C/DOC/OPNAV/YMD:20021001//
NARR/REF A IS CNO GUIDANCE FOR 2003 ACHIEVING SEA POWER 21. REF B
ESTABLISHED NAVAL SERVICE TRAINING COMMAND AND OFFICER TRAINING
COMMAND PENSACOLA. REF C IS CNO STANDARD FOR PHYSICAL FITNESS AND
REQUIREMENTS.//
POC/M. TRINKLE/BMCM(SW)/OTCP/LOC:PENSACOLA/TEL:(850) 452-3141
/TEL:DSN 922-3141/EMAIL:MARK.TRINKLE@CNET.NAVY.MIL//
RMKS/1. REQUEST WIDEST DISSEMINATION TO ALL FLEET PERSONNEL
INVOLVED IN OCS APPLICATION AND SELECTEE PREPARATION.
2. PURPOSE: THIS MESSAGE OUTLINES THE OCS COURSE OF INSTRUCTION AND RECOMMENDS STRATEGIES FOR
SUCCESSFUL PREPARATION AND COURSE COMPLETION BY PROSPECTIVE FLEET INPUTS TO OCS.
3. BACKGROUND: REF A DIRECTED DEVELOPMENT OF PLAN TO REDUCE OCS ATTRITION BY 25 PERCENT. A
COMPONENT OF THAT ATTRITION COMES FROM FLEET INPUTS TO OCS. REF B ANNOUNCED PROVISIONAL STANDUP
OF NAVAL SERVICE TRAINING COMMAND (NSTC) AND OFFICER TRAINING COMMAND PENSACOLA (OTCP). NSTC IS
RESPONSIBLE FOR ALL ENLISTED AND OFFICER (LESS USNA) INITIAL ACCESSION TRAINING AND OTCP (ASSIGNED
TO NSTC) HAS ASSUMED RESPONSIBILITY FOR OFFICER ACCESSION PROGRAMS PREVIOUSLY ASSIGNED TO NAVAL
AVIATION SCHOOLS COMMAND (NASC), INCLUDING OCS.



PROVISIONAL STANDUP MEANS NSTC AND OTCP HAVE ASSUMED RESPONSIBILITY FOR THE OPERATIONS, ROLES AND FUNCTIONS IDENTIFIED AS KEY TO MISSION, INCLUDING ATTRITION REDUCTION EFFORTS. FORMAL STANDUP WILL TAKE PLACE WHEN ALL ADMINISTRATIVE AND LEGAL REQUIREMENTS ARE MET (EXPECTED IN JUNE 2003).

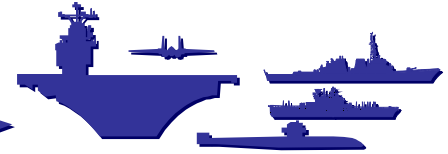
4. OVERVIEW: OCS IS ONE OF THE NAVY'S MAJOR COMMISSIONING SOURCES. IN THIRTEEN WEEKS, OCS PROVIDES BASIC KNOWLEDGE OF THE NAVAL PROFESSION, AND RELATED MILITARY AND ACADEMIC SUBJECTS TO COLLEGE GRADUATES. HONOR, COURAGE AND COMMITMENT ARE INSTILLED THROUGHOUT THE TRAINING PROGRAM, AND ACADEMICS, PHYSICAL TRAINING (PT) AND LEADERSHIP DEVELOPMENT ARE EMPHASIZED IN A STRESSFUL ENVIRONMENT DESIGNED TO INDOCTRINATE, EDUCATE, MENTOR AND TEST EACH CANDIDATE'S ABILITY TO COPE WITH THE CHALLENGES OF SERVICE AS A NAVAL OFFICER.

A. THE PRINCIPAL INSTRUCTIVE UNIT AT OCS IS A CLASS TEAM CONSISTING OF A LIEUTENANT LEADER, RECRUIT DIVISION COMMANDER AND USMC DRILL INSTRUCTOR. TRAINING INCLUDES ACADEMICS, DRILL, PT AND ROOM, LOCKER AND PERSONNEL (RLP) INSPECTIONS. OFFICER CANDIDATES (OC) LIVE FOUR TO A ROOM IN A SPARTAN, BARRACKS ENVIRONMENT.

B. ACADEMIC TRAINING VARIES FROM THREE TO SIX HOURS DAILY. TOPICS PARALLEL THE NAVAL SCIENCE CURRICULUM AT NROTC OR USNA: HISTORY, DAMAGE CONTROL, MILITARY LAW, SEAMANSHIP, NAVIGATION, LEADERSHIP/ETHICS, NAVAL AND JOINT WARFARE, ADMINISTRATION AND ENGINEERING. PRACTICAL EXERCISES IN A DAMAGE CONTROL SIMULATOR, LEADERSHIP DEVELOPMENT COURSE AND ABOARD YARD PATROL CRAFT PUNCTUATE THE INSTRUCTION.

C. PT CONSISTS OF FORMAL TRAINING FIVE DAYS A WEEK AND APPROPRIATE, SPONTANEOUS INSTRUCTION AT THE DISCRETION OF THE CLASS TEAM.

D. LEADERSHIP TRAINING IS INFUSED IN ALL ASPECTS OF THE OCS EXPERIENCE, IN THE CLASSROOM, ON THE DRILL FIELD, AND THROUGHOUT THE PROGRAM.



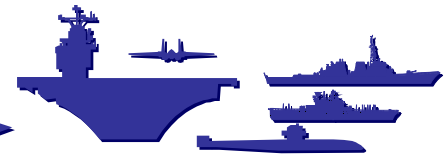
5. ATTRITION REDUCTION

A. PHYSICAL FITNESS ASSESSMENT (PFA): REF C STANDARD TO BEGIN OCS TRAINING IS A "PROBATIONARY" LEVEL OF PERFORMANCE (FOR RELATED AGE GROUP) IN ALL THREE EVENTS OF THE NAVY PFA, PLUS STRICT COMPLIANCE WITH HEIGHT-WEIGHT/BODY FAT CRITERIA. EACH OC MUST RUN THE 1.5 MILE EVENT AS THERE IS NO SWIM OPTION; ADDITIONALLY, THERE IS NO MEDICAL WAIVER FOR ANY EVENT AT OCS. THE MINIMUM GRADUATION CRITERION (IN EACH EVENT) IS THE "EXCELLENT LOW" LEVEL (FOR RELATED AGE GROUP) AT THE TENTH WEEK. FAILURE TO MEET MINIMUM REQUIREMENTS WILL RESULT IN REMEDIATION, OR POSSIBLE DISENROLLMENT. SOME CANDIDATES ARRIVE OVERWEIGHT AND/OR IN MARGINAL PHYSICAL CONDITION, THEREBY SIGNIFICANTLY INCREASING THE LIKELIHOOD OF STRESS FRACTURES, SHIN-SPLINTS, HEAT EXHAUSTION, ETC., AND POSSIBLE SETBACK OR FAILURE. ALL OCS CANDIDATES MUST ARRIVE FOR TRAINING WITHIN WEIGHT STANDARDS AND IN GOOD PHYSICAL SHAPE IN ORDER TO ENHANCE THEIR LIKELIHOOD OF SUCCESSFUL COMPLETION OF THE TRAINING PROGRAM/COMMISSIONING. A CONDITIONING PLAN CAN BE FOUND AT THE OCS WEBSITE AT <[HTTPS:\(DOUBLE SLASH\)WWW.CNET.NAVY.MIL/NASCWEB/OC](https://www.cnet.navy.mil/nascweb/ocs/ocs.htm)>, AND PFA GRADE CHARTS CAN BE FOUND AT <[HTTP:\(DOUBLE SLASH\)WWW.MWR.NAVY.MIL/MWRPRGMS/PRTTESTTAB](http://www.mwr.navy.mil/mwrprgms/prttesttab.pdf)>.

B. SWIM QUAL: EACH OC MUST QUALIFY AS A THIRD-CLASS SWIMMER DURING THE FIRST WEEK OF OCS. REQUIREMENTS MAY BE FOUND AT THE OCS WEBSITE, AND AGAIN, FAILURE TO MEET MINIMUM STANDARDS WILL RESULT IN REMEDIATION OR DISENROLLMENT.

C. PHYSICAL DISQUALIFICATION: SOME CANDIDATES ARRIVE FOR OCS TRAINING AND ARE FOUND TO NOT BE PHYSICALLY QUALIFIED (NPQ) FOR COMMISSIONING AND/OR FOR PREFERRED DESIGNATOR. IT IS IMPERATIVE THAT OCS CANDIDATES BE THOROUGHLY SCREENED AS PART OF THE APPLICATION PROCESS. SOME RECENT EXAMPLES OF DISQUALIFYING CONDITIONS INCLUDE: MIGRAINE HEADACHES, ASTHMA, DEFORMITIES, HEIGHT STANDARDS, VISION PROBLEMS, UNAUTHORIZED OPTICAL SURGERY, ETC. IF QUESTIONS ARISE, CONTACT OCS DIRECTLY.

D. WHEN REQUIRED BY DESIGNATOR (INTEL, CRYPTO, NUC POWER), SSBI PAPERWORK SHOULD BE COMPLETED BEFORE ARRIVAL AT OCS. THESE CANDIDATES SHOULD BRING BOTH PAPER AND ELECTRONIC COPIES OF SECURITY CLEARANCE PAPERWORK TO PENSACOLA.



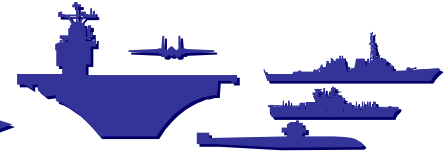
E. MENTAL PREPARATION: MANY OCS CANDIDATES, ESPECIALLY THOSE WITH PREVIOUS ACTIVE DUTY EXPERIENCE, REPORT TO PENSACOLA UNPREPARED EMOTIONALLY FOR A RIGOROUS TRAINING ENVIRONMENT. ALL CANDIDATES, REGARDLESS OF MILITARY EXPERIENCE, ARE PLACED IN THE SAME STRICT MILITARY TRAINING ENVIRONMENT, AND THEY MUST BE READY FOR DEMANDING ACADEMIC, PHYSICAL AND LEADERSHIP TRAINING EVENTS.

6. INFORMATION IS KEY. PROPERLY INFORMED AND PREPARED APPLICANTS CONTINUE TO BE MORE SUCCESSFUL THAN THOSE ARRIVING WITH NO CLUE OF THE CHALLENGES AND NO REASONABLE EXPECTATION OF WHAT THE TRAINING PROGRAM ENTAILS. IF DESIRED, THE OCS STAFF IS AVAILABLE TO ASSIST NAVY COUNSELORS AND OTHERS IN THE CHAIN OF COMMAND IN GIVING A POTENTIAL CANDIDATE THE BEST POSSIBLE OPPORTUNITY FOR SUCCESS.

CONTACT OCS MON-FRI AT (850) 452-3141/2173 OR (DSN) 992-3141/2173.

ADDITIONAL INFORMATION FOR RECRUITERS, CAREER COUNSELORS, AND PROSPECTIVE OFFICER CANDIDATES IS AVAILABLE AT

[HTTPS:\(DOUBLE SLASH\)WWW.CNET.NAVY.MIL/NASCWEB/OCs/OCs.HTM](https://www.cnet.navy.mil/nascweb/ocs/ocs.htm) (NOTE HTTPS VICE HTTP).//



Dear Candidate,

Congratulations on your selection to attend Officer Candidate School (OCS)! I'm Captain Nawrocki, Commanding Officer, Officer Training Command Pensacola. OCS is *my* responsibility. Thank you for volunteering to serve our Country; your selection speaks highly of your achievements, and of your potential as a future leader.

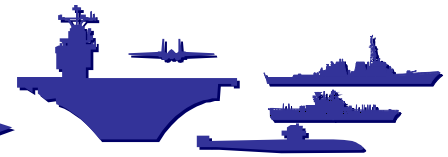
I want to take this opportunity to pass on some information about the course and how you can best prepare for it. My goal is to ensure your success at OCS! OCS provides basic knowledge of the Navy and related military and academic subjects to those who attend. Navy core values - Honor, Courage and Commitment - are instilled and physical training (PT) is emphasized.

In our 13-week program, the principal instructive unit is the "class team" consisting of a Lieutenant, a Chief Petty Officer, and a USMC Drill Instructor. Your training includes military indoctrination, academics, PT, leadership, drill, and room, locker, personnel (RLP) inspections. Officer Candidates (OCs) normally live, four to a room, in barracks.

Academic training varies from 3 to 6 hours daily. Subject matter includes: history, damage control, military law, seamanship, navigation, warfare, administration, and engineering. Practical exercises at sea (aboard yard patrol craft), in a damage control simulator, and on a leadership development course punctuate the instruction.

The physical fitness aspect of OCS challenges more OCs than any other area; some OCs arrive in sub-optimum physical condition, which contributes to injury and setbacks. A physical fitness assessment (PFA) is administered to all OCs shortly after arrival, and a determination is made as to an OC's readiness to start the course. Just meeting minimum standards, however, will put you behind the eight ball from the start. You must run the 1.5 mile event and there is no swim option nor medical waiver for any event at OCS. **Minimum graduation criterion, in each event of the PFA, is "excellent low," for your age group, at 10th week. *Failure to meet minimum requirements will result in remediation.* Fitness standards and PFA grade charts are at**

<http://www.navy.mil/mwrprgms/prttesttab.pdf>



Once you commence training, PT consists of formal training five mornings a week and spontaneous instruction at the discretion of your class team. Arriving in marginal physical condition makes stress fractures, shin-splints, heat exhaustion and other injuries probable. The better your physical condition when you arrive, the easier PT will be for you. A **conditioning plan** to start prior to arrival at OCS is available at the OCS website, <https://www.cnet.navy.mil/nascweb/ocs/ocs.htm>.

You will also be required to qualify as a third-class swimmer. These requirements may also be found at OCS website ***and failure to meet minimums will result in remediation.***

Occasionally, candidates are found not physically qualified (NPQ) for commissioning and/or designator after arrival. Officer communities have different physical requirements and motivated candidates are lost each year due to being found NPQ. Examples of disqualifying conditions include: migraine headaches, asthma, deformities, height standards, vision problems, unauthorized optical surgery, etc. If questions arise, please contact OCS directly.

If required by designator (Intelligence, Cryptology, Nuclear Power) Single Scope Background Investigation (SSBI) paperwork should be completed before arrival at OCS. Further, you should bring paper and electronic copies with you to Pensacola.

OCS is a tough training environment! Some selectees, *especially ones with previous active duty experience*, report to Pensacola unprepared emotionally. All candidates, are placed in the same strict environment. This can be a shock. You must be prepared and manage your expectations accordingly. Information is the key and being prepared will help you succeed.

I want you to succeed! If you have questions and can't find the answer on our website, call Monday-Friday at (850) 452-3141/2173 or (DSN) 992-3141/2173. Ask for Director of OCS.

Again, congratulations on your decision to join the world's finest Navy and your selection to Officer Candidate School. I look forward to meeting you personally!

Sincerely,

JOHN T. NAWROCKI